WE WANT YOU TO JOIN OUR TEAM
BAND 6 PHYSIOTHERAPISTS
CANDIDATE INFORMATION PACK JANUARY 2019
www.jobs.sath.nhs.uk
DEAR CANDIDATE

Thank you for expressing an interest in this role.

This role is an exciting, varied and wide ranging role providing both the newly qualified physiotherapist and the more experienced Band 5 candidate rotations not normally on offer in other organisations or hospitals such as specialist oncology and frailty at the front door. Our rotations also enable staff to work across the two hospital sites so as to give a wide range of experience and working styles.

We have a large team of Band 5 staff who have an agreed supervision and competency structure and a robust career development plan for those staff ready to take the next steps on toward Band 6 roles.

With Shrewsbury and Telford Hospital NHS Trust we hold a very strong professional leadership and support mechanism in having two heads of physiotherapy (one for outpatient areas and one for inpatient areas). We also celebrate our ability to support and develop staff at all levels by having specialist staff at Bands 7 and 8 who are predominantly clinical in their job plan. You can see from our career structure we actively promote the ability for staff to grow into highly banded clinical staff in recognition that not everyone wants to leave clinical when they reach Band 7 and 8.

We believe leadership is an essential skill within all our staff and roles and are proud to be able to support leadership development at all stages of a staff member’s career.

We have a strong ethos of team working and supporting each other through the challenges we all face at various points in our role and this is supported by a good social structure such as closed groups on social media, “cake Friday”, nights out to mark the end of rotations to name but a few.

You will be very welcomed to our team and look forward to meeting you at the recruitment event.

Yours faithfully,

DIANNE LLOYD
THERAPY CENTRE MANAGER

MANDY TAYLOR
INPATIENT THERAPY MANAGER AND
HEAD OF INPATIENT PHYSIOTHERAPY

CERI SEDGLEY
OUTPATIENT THERAPY MANAGER AND
HEAD OF OUTPATIENT PHYSIOTHERAPY
ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust’s catchment stretches from the Cambrian Mountains in the west to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are the Princess Royal Hospital (PRH) in Telford and the Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes’ drive apart, which together provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, and critical care.

We employ almost 6,000 staff, and hundreds of staff and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers at the Trust and our main charitable partners are the league of friends at the Royal Shrewsbury Hospital and at the Princess Royal Hospital and the Lingen Davies cancer appeal which is based at the Royal Shrewsbury Hospital.

In addition to this we also provide services such as consultant-led outreach clinics at clinics at the Wrekin Community Clinic, Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community hospitals.
PRINCESS ROYAL HOSPITAL
TELFORD (PRH)

PRH opened in 1989. It generally serves Telford & Wrekin and eastern Shropshire as well as being the Trust’s main centre for inpatient head and neck services (and currently hyper-acute and acute stroke services on a temporary basis).

PRH has approximately 285 acute adult inpatient beds and 36 acute paediatric inpatient beds, with three beds allocated for haematology and oncology and an eight bedded Children’s Assessment Unit. It also has 24 surgical day case beds and a 20-station renal dialysis unit. The hospital also includes a private outpatient facility (the Apley Clinic).

The hospital currently provides A&E, inpatient, outpatient and day case facilities. Services include general and acute medicine, inpatient head & neck, cardiology, breast surgery, urology, critical care, trauma & orthopaedic services, paediatric services, emergency treatment and renal dialysis. PRH also provides day case treatment for general surgery including paediatrics, ophthalmology, haematology and oncology.

In September 2014, PRH became our main centre for inpatient women and children’s service when the £28 million Shropshire Women and Children’s Centre opened. The Centre includes Consultant-Led Maternity Services, with a standalone Midwifery Led Unit on site, and is supported by a Level 2 Neonatal Unit.
ROYAL SHREWSBURY HOSPITAL
SHREWSBURY (RSH)

RSH opened in 1977 (although some services such as the Midwife Led Unit have been provided on the hospital since the 1960s). It generally serves Shrewsbury, western Shropshire and mid Wales as well as being the Trust’s main centre for cancer services and acute surgery.

RSH has approximately 370 acute adult inpatient beds, in addition to 30 surgical day case beds, a 16 station chemotherapy day centre, and 24 renal dialysis stations.

RSH provides A&E, inpatient, outpatient and day case services. Specialties include general and acute medicine, cardiology, general surgery, colorectal and upper GI surgery, vascular surgery, urology, gynaecology, critical care, trauma & orthopaedic services, medical day case for Paediatrics from Monday to Friday, emergency treatment, oncology & haematology, renal and ophthalmology.

The Shropshire and mid wales fertility Centre relocated to Severn Fields Heath Village in November 2018 and is one of the top IVF clinics in the country. The new department now consists of a larger secure admin area; an outpatient and diagnostics area, and a clinical hub which features state-of-the-art laboratories, treatment rooms and recovery area.

The £5 million Lingen Davies Centre provides improved facilities for oncology and haematology patients. The new surgical assessment and surgical short stay unit is part of the Royal Shrewsbury Hospital as our main centre for inpatient acute surgery. Since the opening of the Shropshire Women and Children’s Centre at PRH in Telford, RSH has continued to provide midwife-led maternity services and outpatient services.
OUR COMMUNITIES AND PARTNERSHIPS

THE MAJORITY OF OUR PATIENTS AND COMMUNITIES LIVE IN THREE LOCAL AUTHORITY AREAS:

• Shropshire Council (unitary county authority, Conservative-led administration)
• Telford & Wrekin Council (unitary borough authority, Labour-led administration)
• Powys County Council (unitary county authority, Independent-led administration)
  - our catchment area predominantly covers the former county of Montgomeryshire which comprises the northern part of Powys.

LOCAL NHS COMMISSIONING ORGANISATIONS HAVE THE SAME BOUNDARIES AS OUR LOCAL AUTHORITIES AND ARE:

• Shropshire Clinical Commissioning Group
• Telford & Wrekin Clinical Commissioning Group
• Powys Teaching Health Board Specialised commissioning is undertaken through NHS England (Shropshire and Staffordshire Area Team) and Welsh Health Specialised Services Commissioning.
WE WORK IN PARTNERSHIP WITH A WIDE RANGE OF ORGANISATIONS FOR THE DELIVERY AND PLANNING OF HEALTH SERVICES.
THE MAIN STATUTORY BODIES INCLUDE:

- Local Authorities (see previous page)
- NHS Commissioning Bodies (see previous page)
- Primary care services
- Other providers of health and care services for Shropshire, Telford & Wrekin and mid Wales:
  - Robert Jones and Agnes Hunt Orthopaedic Hospital NHS Foundation Trust (specialist orthopaedic)
  - Shropshire Community Health NHS Trust (community services)
  - South Staffordshire and Shropshire Healthcare NHS Foundation Trust (specialist mental health and learning disabilities)
  - West Midlands Ambulance Service NHS Foundation Trust (ambulance and patient transport)
  - Welsh Ambulance Services NHS Trust (ambulance and patient transport)
- The main statutory bodies to represent the public interest in health services include:
  - Health Overview and Scrutiny Committee Fees for Shropshire Council and Telford & Wrekin Council
  - Local Healthwatch bodies for Shropshire and Telford & Wrekin
  - Powys Community Health Council
OUR STAFF

At the end of 2017/18 our substantive workforce included approximately:

- 523 fte doctors and dentists (10%)
- 1,429 fte nursing and midwifery staff (28%)
- 644 fte scientific, technical and therapies staff (13%)
- 1,391 fte other clinical staff (28%)
- 1,060 fte non-clinical staff (21%)

In addition to this the available workforce at year end included over 1,000 staff employed through the Trust’s internal bank, in addition to staff working within the Trust via external agencies. Expenditure on staff accounts for approximately 67% of expenditure. One of our key priorities continues to be to reduce our pay costs by reducing our reliance on agency workers.

*fte refers to full time equivalent

OUR ACTIVITY

In terms of activity, in 2017/18 we saw:

- 65,003 elective and daycase spells
- 50,982 non-elective inpatient spells
- 6,250 maternity admissions
- 410,916 outpatient attendances
- 123,999 accident and emergency attendances

PHYSIOTHERAPY STATS

STAFF

At the end of 2017/18 our substantive physiotherapy workforce included approximately:

- We have an 89.1% retention rate for Allied Health Professionals
- Allied Health Professionals make up for 6.9% of all staff
- We have 72 WTE physiotherapists
- Physiotherapists account for 2% of all staff.

ACTIVITY

In 2017/18 our physio therapists saw

- 16,878 Inpatients
- 11,163 Outpatients
EDUCATION AND TEACHING
THERE ARE THRIVING POSTGRADUATE CENTRES AT BOTH HOSPITALS.

We are an undergraduate teaching hospital through our partnership with Keele University. This year Keele University’s Medical School finished first in the league tables for overall student satisfaction, and sixth in the Guardian newspaper’s university league table for medicine.

The majority of consultants are involved with medical education and a substantial number have sessions seconded to the medical school and hold substantive or honorary university titles. There is a Dean and Deputy based at the Trust who oversee the delivery of the undergraduate curriculum and manage the academic staff. Academic staff perform many of the central roles of the Medical School including participation in admissions, examinations, GMC inspections, formal review of health, conduct, and progress of students and membership of senior committees.

There is a programme of faculty meetings and opportunities for formal teaching training both at the Trust and at the main university campus. We are a very high recruiter to national trials and, for many trials, we are the highest recruiter in the region. Given the academic pedigree of consultants appointed here, research continues to be an interest within departments and we are look forward to developing further academic links to enhance our research pedigree.

We also benefit from our education partnership with Staffordshire University, with on-site facilities to support the training of our nursing, midwifery and allied health professional workforce. The Guardian's University Guide (2013) ranked the University's courses as 1st in England for nursing and paramedical programmes.

In November 2018 we opened a purpose-built Trust Simulation Centre in the Copthorne Clinical Training Centre (CCTC). We now have 2 purpose built simulation rooms in the CCTC that will primarily be used for Simulation. This is a very exciting development for the Trust and Medical Education, as we are now in position to run more in house high-fidelity simulation courses for multi-disciplinary teams, in a dedicated and safe environment.

UNDERGRADUATE TRAINING PROGRAMME
Led by Dr Koottalai Srinivasan, Hospital Dean (Consultant in Respiratory Medicine). Medical Education is led by Dr John Jones.

POSTGRADUATE TRAINING PROGRAMME
Led by Dr Jenni Rowlands, Director of Medical Education (Consultant Radiologist).

MEDICAL EDUCATION GOVERNANCE
The Medical Education Committee is chaired by Dr John Jones, Deputy Medical Director.
OUR STRATEGY

We launched our Organisational Strategy with the vision of providing the safest and kindest care in the NHS. We developed our Strategy through a series of staff engagement events to ensure it is a collective view of where we want to be as an organisation. Our collective objective is delivering this strategy.

Find out more on our website at: https://www.sath.nhs.uk/about-us/our-performance/annual-reports-and-accounts/
Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high quality, safe, effective and personalised, so the feelings behind the Values shouldn’t come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is so we all know what’s expected, and none of us is surprised if we are asked to explain any unacceptable behaviour.

Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.
PROUD TO CARE

We strive for the highest standards of excellence and professionalism in our work
We make people feel valued
We care about the wellbeing of others
We treat patients, their carers and others with sensitivity and kindness

make it happen

We take personal responsibility for making it happen
We help empower and support others to take responsibility
We are positive about change and innovation
We do not pass the buck and are solution focussed

we value respect

We are considerate and respect one another
We are prepared to challenge behaviour that is not respectful
We respect different people’s needs, aspirations and priorities

together we achieve

We work together effectively, at every level, to deliver better care for our patients
We support others to achieve their potential
We are open and honest, admitting mistakes and acting with integrity
We value and recognise the contribution of everyone

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SATH VALUES IN PRACTICE AWARDS 2018
HOW WE ARE DELIVERING CHANGE

OUR LEADERSHIP ACADEMY

The purpose of the Academy is to support all our leaders to successfully fulfil their roles and reach their potential. Leadership is a critical success factor to cultural development; to develop a culture that is innovative, safe and kind we will need to ensure all leaders have the necessary skills, knowledge and behaviours.

As an Academy we have developed the following objectives to ensure we remain fit for purpose and focused.

- Support all leaders to deliver the safest and kindest care.
- Develop all leaders to be innovative and inspirational.
- Ensure all leaders have the tool kit to do the job.
- Support a consistency in leadership behaviour aligned to our values.

To help us achieve this ambition, we have created a Leadership Framework which describes different areas of development. A series of programmes have been developed to support our leaders to meet these expectations.

THE PEOPLE’S ACADEMY

We are the first trust in the country to invite the public in to learn more about the NHS, our Trust, the population across Shropshire, Telford & Wrekin and mid-Wales and how people can influence it.

We do this by running a People’s Academy, which comprises 4 half day sessions over 4 weeks, enabling participants to meet staff from across the Trust and hear about the services they provide, go on behind-the-scenes tours to Radiology and Pathology, and take part in Basic Life Support training.

At the end of an Academy, people can choose to become involved with our Trust by participating in involvement opportunities that range from Rapid Process Improvement Weeks with our Transforming Care Institute, to joining our Reader Panel and helping us ensure that our information is understandable and accessible.

In its first year, 49 people have completed the People’s Academy, and 31 young people attended a one day Young People’s Academy in the summer. This has resulted in a much greater diversity in involvement with our Trust. We have a full calendar of Academy sessions in 2019, and would encourage you to attend.

TRANSFORMING CARE INSTITUTE

The Trust is proud to have been working collaboratively with the Virginia Mason Institute in Seattle, widely regarded as one of the safest Hospitals in the World. We are learning about a LEAN methodology and the value it can bring to our patients and staff. We want to wrap our learning around the teams and have introduced our Transforming Care Institute to capture our learning, become the home for our Kaizen Promotion Office (KPO) team and celebrate the innovations, ideas, changes and success our teams are generating.

There will be many opportunities for you to become involved in our KPO and Value Stream work, and we will be able to provide you with help and guidance independent of your level of expertise. We have a unique opportunity to make a difference and we hope that you will want to be a part of our journey.
SUSTAINABILITY AND TRANSFORMATION PLAN

The Shropshire, Telford & Wrekin Sustainability and Transformation Plan (STP) is the culmination of a wide range of local organisations, patient representatives and care professionals coming together to look at how we collectively shape our future care and services.

This strong community of stakeholders is passionate, committed and realistic about our aspirations. Our thinking starts with where people live, in their neighbourhoods, focusing on people staying well, we want to introduce new services, improve co-ordination between those that exist, support people who are most at risk and adapt our workforce so we are better at meeting people’s needs.

We want care to flow seamlessly from one service to the next so that people don’t have to tell their story twice to the different people caring for them, with everyone working on a shared plan for individual care and prevention will be at the heart of everything we do. In line with the GP Five Year Forward View priorities, we plan to invest in, reshape and strengthen primary and community services so that we can provide the support people in our communities need to be as mentally and physically well as possible.

Mental health will be integral to our ambitions around improving population wellbeing. We will put services in place to support individual needs, and in the most appropriate settings, by transforming services and focusing on early education and prevention. At the same time, we agree that everyone should have improved access to high-quality care in hospitals and specialist centres – and that no matter where people live they get the same standards, experience and outcomes for their care and treatment.

Key to this success will be developing innovative, integrated and accountable models of care, this will ensure care is provided in the right place, at the right time and by the most appropriate staff. Developing a networked approach to services across Shropshire, Telford and Wrekin, will improve the quality and efficiency of services for our patients, in areas such as Frailty, and will simplify the urgent and emergency care system so it is more accessible.

All system partners are involved in all aspects of delivery and enablement of system transformation. The STP Transformation Plan published in 2017, identified a number of priorities that the system needed to work together on to achieve benefits for the population served, these can be seen below as system delivery & system enablement. The STP System Leadership Group has a role in oversight and decision making to support transformation.
LIVING AND WORKING IN SHROPSHIRE

Shropshire is a wonderful place to live, and few people would disagree. Shrewsbury has been named as one of the best places to live in the country in the “Sunday Times Best Places to Live Guide”.

The majority of our staff live within our main local catchment area of Shropshire, Telford & Wrekin and mid Wales. Between them these three areas offer a rich variety of places to live.

NIGHTLIFE AND CULTURE

Shrewsbury, Telford and the surrounding areas offer a whole host of activities to keep you occupied outside of working life. Whether you prefer watching a blockbuster in a building dating back to 1596 or dancing till the early hours, there is something for everyone.

Shrewsbury is rich in history and culture, all displayed in the town's quaint architecture. The town boasts an impressive selection of independent restaurants, bars, theatre, live music venues and nightclubs all set among the pretty cobbled streets.

This vibrant town has seen a massive boom in nightlife recently with the addition of Shrewsbury University with regular events organised to satisfy all tastes. However, the heart of Shrewsbury is the Quarry, in the weave of the River Severn. The Quarry is home to the famous Shrewsbury Flower Show, the Splash Park (opened 2016) attracts youngsters of all ages, and then there are the variety of events that take place throughout the year from The Winter Festival or the Dragon Boat Festival. You can even rent a rowing boat and sail down the river yourself, or watch the many rowers from the Boat House Pub overlooking the River.

Telford is the birthplace of the Industrial Revolution with many places of historic interest including the Ironbridge Gorge Museum. Telford is also close proximity to Weston Park, the home of a wide range of events are hosted at this stately home and country park, including international horse trials.

Just a short journey away is Ludlow. A town renowned for the high-quality music and theatre performances stages at the annual Ludlow Shakespeare and Arts Festival, whilst the town also hosts an excellent annual Food Festival building on the town's reputation as a great destination for restaurants and local produce.
SHOPPING

Shrewsbury and Telford offer a diverse range of shops, they are also complemented by a wealth of nearby market towns, and villages.

Telford Shopping Centre is located in the heart of Telford, with over 160 of your favourite high street stores and easy parking. The shopping centre is just across from Southwater, the exciting new leisure quarter which has an array of shops, restaurants, cafes, IMAX cinema, hotel, ice rink and modern library.

Shrewsbury has two main shopping centres The Darwin Centre and Pride Hill Centre. These shopping malls sit among the old streets of Shrewsbury which host a unique ray of independent shops, cafes and restaurants.

Local villages that surround Shrewsbury and Telford are not to be overlooked. For example, Bishop’s Castle offers an unexpected variety of art, antiques, crafts and textile shops alongside the renowned Three Tuns local brewery.

OUTDOOR PURSUIT

One of the main attractions of this area is the fantastic outdoor life, both within Shropshire, Telford & Wrekin and mid Wales and in nearby Snowdonia and the Brecon Beacons.

The area is rich with opportunities for walking, cycling, horse riding, camping, mountaineering, canoeing and sailing, gliding and other outdoor pursuits.

Ready access to the Wrekin, the Shropshire Hills including the Long Mynd, Upland Powys, the Severn & Wye valleys, Shropshire Canals and meres, and the Welsh coast add to the wide range of activities available.

Wildlife highlights include the conservation of Red Kites and Ospreys in western Montgomeryshire, and the county boasts one of the most varied geologies in the British Isles from Precambrian sedimentary rocks of Haughmond Hill to the igneous intrusions in the South Shropshire Hills.

For the really adventurous amongst you there are few counties with access to such a wealth of outdoor pursuits. From paragliding in Lond Mynd, Tandem and Solo Parachuting in Whitchurch, you can learn to fly just outside of Shrewsbury at the Shropshire Aero Club, and with easy access to North Wales there is no end of outdoor activities on the land, in the water, or even below the ground.

“PEOPLE WHO VISIT COME WITH NO EXPECTATIONS BUT THEY ALWAYS LEAVE WITH A SENSE OF WANTING TO COME BACK. PEOPLE COME AS A DAY VISITOR AND END UP ULTIMATELY MOVING HERE.”

HELEN BALL
SHREWSBURY TOWN CLERK
HOUSING

Shropshire is regularly named as one of the diverse but safest places to live in the UK. The local area offers a wide range of housing to suit every need, from town centre flats to remote farmhouses and converted barns. Whether you are looking to buy or rent Shropshire has housing to suit all.

Both main hospitals are located by large residential areas, so there is an abundance of accommodation close to work. Or, if you are looking for something quieter, then there are rural towns such as Ironbridge, Newport and Much Wenlock, or our picturesque villages located in Pontesbury, Allscot, Weston Lullingfields - all within easy commutable distance of the hospitals.

The county also has many affordable housing offers for first-time buyers, or those with investment interests have both the available housing and buoyant rental market to capitalise on.

SCHOOLS

If you are a family living in, or moving to Shropshire, you will be satisfied by the many excellent schools and their results in national assessments.

Shropshire has a strong commitment to providing opportunities for every child and young person to achieve their potential.

There are 61 primary schools, 20 secondary schools and 46 independent private schools within the county. Shropshire schools continually rank above average in the league tables with schools such as Newport Girls’ High School and Shrewsbury School often achieving a 100% GCSE A-C pass rate.

For younger children, there are various childcare options available both on-site and off for staff at RSH and PRH. Daisy Chain day care is located at the Royal Shrewsbury Hospital, which gives priority to NHS staff. The nursery has superb facilities for children including a small forest school and a sensory room. Honeybuns is situated on the Princess Royal Hospital grounds and offers a really flexible solution to all your childcare needs, with discounts available for all NHS employees.

There are also many excellent private nurseries if you find they are more suited to your needs.

UNIVERSITIES

The up and coming University Centre Shrewsbury offers high quality teaching, learning and research in a distinctive medieval town with a vibrant and stylish town centre. But there are also a number of universities within easy commuting distance from Shropshire such as the University of Birmingham, University of Chester, University of Liverpool, University of Wolverhampton (Telfords local University), Harper Adams University, Keele University, and Staffordshire University.
TRANSPORT

Shropshire has an excellent central location making it accessible to both the north and the south of the country, as well as being approximately 60 minutes from the nearest beach and airport.

PUBLIC TRANSPORT

Shropshire is well connected within the county with regular local buses and 19 National Rail services. London Midland, Arriva Train Wales and Virgin Trains are the three key rail operators with frequent links to Birmingham, Manchester and Wales. A direct service runs from Shrewsbury to London, meaning the capital can be reached in just over 2 hours. To the west, there is easy access to Snowdonia, the Brecon Beacons and the Cambrian Coast.

ROADS

Shrewsbury and Telford are both easily accessible from the national motorway network via the A5 dual carriageway and M54 motorway. The north of the county has good road transport links to Merseyside and Greater Manchester. Birmingham can be reached in under an hour and London is approximately 3 hours away.

AIRPORTS

Shropshire is lucky to be in close proximity to three international airports - Manchester, Liverpool and Birmingham airport (approx one hour drive) and within easy reach of the main London Airports.
PLACES OF WORSHIP

Shropshire is a diverse county, with a range of places to worship to suit your own personal beliefs.

During working hours personal practise can be conducted within the dedicated multi-faith spaces at both The Royal Shrewsbury Hospital and Princess Royal Hospital and all religions are welcomed. These private spaces are available to any person or group for private prayer or worship group.

BELOW IS AN EXAMPLE LIST OF PLACES OF WORSHIP AVAILABLE IN THE LOCAL AREA OUTSIDE OF WORKING HOURS:

- The Cathedral Church of Our Lady Help of Christians and Saint Peter of Alcantara
  11 Belmont, Shrewsbury SY1 1TE. Phone: Fr Canon Jonathan Mitchell 01743 249716

- St Patrick’s Telford
  King Street, Wellington, Telford TF1 3AP. Fr Alban Greenwood 01952 242423

- Guru Nanak Gurdwara
  1 Hadley Park Road, Hadley, Telford, Shropshire TF1 6PW, Phone: 01952 411730

- Telford Central Mosque
  88-90 King Street, Wellington, Telford TF1 1NZ, Phone: 01952 242933

- Shrewsbury Muslim Centre
  2 Preston Street, Shrewsbury SY2 5NY. Phone: 01743 296140, Email: info@shrewsburymuslimcentre.org

- Hindu Cultural Resource Centre Telford
  20-22 Bank Road, Dawley, Telford, Shropshire, TF4 2AZ, Phone: 07890 313 038, Email: info@hinducrct.org

- Satipanya Buddhist Trust
  Satipanya, White Grit, Minsterly, Shropshire, SY5 0JN, Phone: 01588 650752

- Shrewsbury Triratna Buddhist Centre
  Queen St, Shrewsbury, Shropshire, SY1 2JU

- Telford Buddhist Priory
  49, The Rock, Telford, TF3 5BH

- Shropshire Humanist Group
  Meetings are held at University Centre Shrewsbury, Guildhall, Shrewsbury SY3 8HQ

- Solihull & District Hebrew Congregation
  3 Monastery Dr, Solihull
**Post:** Specialist Physiotherapist Band 6  
**Directorate:** Clinical Support Services  
**Accountable to:** Therapy Manager & Professional Head  
**Line Managed by:** Team Coordinator  
**Hours:** Full time 37.5 hours per week, working across 7 days on a rota system
**CAREER PATHWAY**

**Band 8**
- Therapy Centre manager (all 4 professional)
- Centre manager
- Head of profession
- Operational manager
- Advance practice roles (including consultant): (Urgent Care, Frailty, Critical care, Trauma, respiratory all in development)
- Advanced clinical practice roles: MSK— ED, Fracture clinic

**Band 7**
- Team coordinator
- Therapy Quality Improvement Lead
- Clinical lead - evidence based practice
- Clinical - staff support and development

**Band 6**
Band 6 roles in all specialities with potential for rotations across specialities and into community services.

**Band 5**
- Band 5 post—rotational across 2 sites and lasting 6 months incudes rotations into:
  - Medical/ Care of the elderly
  - Frailty including ED
  - Surgery/ Critical Care/ Paeds
  - Orthopaedics
  - Oncology
  - MSK outpatients
  - Stroke and rehabilitation
  - Community (TBC)

**Band 2 to 4**
- Apprenticeship route into Physiotherapy
- Therapy Clinical Support worker/ Higher Clinical support worker/ Assistant practitioner
- Non-apprenticeship degree to BSc of MSc level
JOB DESCRIPTION

MAIN DUTIES AND RESPONSIBILITIES

POST PURPOSE

1. To assess, diagnose/interpret and manage own specialist caseload of complex patients as an autonomous practitioner in accordance with Professional Code of Conduct and Health and Care Professions Council Regulations.
2. To have developed, through experience and postgraduate training, the specialist knowledge and clinical skills required for the post.
3. The post holder will work in close co-operation with colleagues within all Care Groups to deliver a cohesive service that is user led ensuring a consistently high standard of patient care, optimal patient flow and safe timely discharge.
4. To work closely with team co-ordinators and senior therapists to ensure a robust structure of training, supervision and appraisal is delivered to all members within the team.
5. To work closely with team co-ordinators and senior therapists to ensure the delivery of an efficient operational service.
6. To act as a source of Specialist advice and support within the Therapy Centre and across the Trust and the wider health economy.
7. To have highly effective communication skills and demonstrate these on a continual basis with patients, carers, colleagues and the wider Multi-disciplinary Team (MDT).
8. To undertake audit as a part of the role.
9. To work flexibly as part of the cover arrangements within the Therapy Centre as required. The post holder will only be asked to work within their competencies and should be aware that notification of the need to move to a different clinical area may be communicated with little notice to ensure the safety of the service.
10. To use the Trust values at all times as a framework for own behaviour and encourage others to do likewise, ensuring the values underpin all that is done by the Therapy teams.

MANAGEMENT / LEADERSHIP

1. To manage own caseload and time effectively and efficiently responding appropriately to frequent changing demands, and unexpected urgent priority changes
2. To adhere to Trust and Professional policies and procedures regarding own specialist role and contribute to their ongoing development and review.
3. To ensure all aspects of clinical governance are dealt with effectively and efficiently e.g. Datix reports are completed when required, patient complaints are processed in a timely manner and all mandatory training is completed when required.
4. To propose changes for own service area, developing protocols and guidelines where appropriate and liaising with other disciplines when these impact on other clinical areas and professions.
5. To work collaboratively with the Therapy Manager and Therapy Quality Improvement Lead (TQIL) to evaluate activity, outcomes and effectiveness to ensure the service delivery is of the highest standard possible.
6. To participate in the recruitment and selection process when required by the Therapy Manager and Coordinator.
7. To work collaboratively with the Centre Management team to deliver service improvement.
1. The post holder will work as a specialist autonomous practitioner to perform assessment of complex patients with diverse presentations. To use specialist clinical reasoning to diagnose/interpret and then develop, deliver and adapt individualized treatment plan for patients within a specialist clinical area. The main focus of this post is within the assessment and treatment of patients presenting with a newly diagnosed Stroke.

2. To participate as appropriate in own professional clinical area out of hours / weekend and the Therapy collective major incident response rota providing high quality patient care and specialist advice to medical and nursing staff.

3. To work closely with all appropriate multidisciplinary teams (MDT) and agencies to maximise safe and timely patient flow.

4. To assess patients understanding of treatment offered, gain consent and have the ability to work within a legal framework with patients who lack capacity to consent to treatment as outlined in the Trust’s Consent guidelines.

5. To ensure that contemporaneous treatment records, discharge summaries and activity data are maintained in accordance with Trust and Professional standards.

6. To be responsible for organising and planning own caseload and where appropriate other members of the team, to ensure the needs of the service are met, readjusting plans as situations and priorities change.

7. To maintain a professional portfolio for continuing professional development to demonstrate specialist clinical competencies and compliance with Trust policies and Professional code of conduct.

8. To work with the wider team to ensure a culture that supports lifelong learning through the provision of specialist pre and post registration training.

9. To provide induction, supervision, assessment and training to students on clinical placement, liaising with the student coordinators as appropriate and providing evaluation and feedback to the Higher Education Institutes (HEI) as appropriate.

10. To undertake and evaluate audit activity as part of the therapy centre audit plan.

11. To demonstrate a knowledge and understanding of, national guidelines and legislation and ensure this knowledge is disseminated to the Therapy Manager and Professional Head and the wider MDT.

12. To be an active member of the on call and out of hours service including training and education of staff to participate in this rota.

**DECISIONS, JUDGEMENTS AND FREEDOM TO ACT**

1. The post holder will work as an autonomous practitioner using analysis and judgement to make independent complex decisions during the assessment process to diagnose and plan a treatment programme.

2. To be professionally accountable and aware of professional boundaries. To take responsibility for the delegation of work to the unqualified members of the team.

3. To report to the Team coordinator and participate in annual appraisal.

4. To participate in supervision in accordance with Care Group / Trust policy and undertake appraisals.

5. To maintain a professional portfolio (or electronic equivalent) for continuing professional development to demonstrate specialist clinical competencies and compliance with Trust policies and Professional code of conduct.

6. To advise Therapy Centre, Trust and external colleagues on clinical issues, assisting them in complex decision making regarding clinical and operational decisions.

7. To be pro-active in developing and implementing policies, procedures and guidelines.
COMMUNICATION AND RELATIONSHIPS

1. To communicate complex information to users of the service and their carers, regarding their condition and treatment options at times conveying contentious or sensitive information where there are barriers to understanding/communication.
2. To compile specialist reports regarding various aspects of the service.
3. To be a positive representative for all of the therapy professions within the Centre and maintain an appropriate network of external contacts.
4. To develop and maintain effective communication, feedback and engagement with colleagues including those within the wider healthcare economy.
5. To communicate effectively when on Board rounds and in MDT meetings ensuring the accuracy of information given and received.
6. To work with the Coordinator or TQL to manage any complaints regarding the service ensuring that they are dealt with in a prompt and professional manner.
7. To develop and maintain adequate IT skills to support communication requirements.

SYSTEMS AND EQUIPMENT

1. To use appropriate equipment within the remit of the post, adhering to agreed instructions / manufacturer's guidelines.
2. To undertake annual Trust and professional statutory training to maintain competency in the safe use of all equipment and to keep records of attendance.
3. To be responsible for the safe and competent use of all equipment used by self and encouraging all staff to attain the required competency levels through attendance at induction and training sessions.
4. To keep up to date with new developments in equipment and technology in order to maintain own and the team's competency levels in order to advise others.
5. To demonstrate the safe use of equipment loaned to patients, ensuring documentation is complete and instructions given.
6. To acquire a robust understanding of the Trust Cardiac arrest and emergency procedures and to understand the Therapy role.

WORKING CONDITIONS AND PHYSICAL, MENTAL AND EMOTIONAL DEMANDS

1. To perform tasks involving the handling of patients or loads on a frequent, sometimes unavoidable and repetitive basis as applicable to the role (refer to the clinical section).
2. The workload is frequently very complex and challenging, and is usually delivered under significant time constraints.
3. The post holder will be imparting unwelcome or sensitive news on a frequent basis, regarding treatment outcomes, rehabilitation prospects or condition deterioration.
4. To develop and maintain an ability to cope with and prioritise many unexpected work demands and deadlines.
5. To develop own competencies in handling the complexity of issues relating to the management of people and frequently be required to deal with distressed or unpredictable behaviour from patients, their carers and staff members, for example, when dealing with complaints and patients / carers.
6. To maintain frequent concentration for prolonged periods.
7. The post holder will frequently encounter unpleasant working conditions.
GENERAL RESPONSIBILITIES

HEALTH AND SAFETY

As an employee of the Trust you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

INFECTION PREVENTION AND CONTROL

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action.

As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust’s agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff; and
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

PROFESSIONAL STANDARDS AND PERFORMANCE REVIEW

As an employee of the Trust you have a responsibility to:

- participate in statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates; and
- participate in the Trust’s appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

SOCIAL RESPONSIBILITY

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.
GENERAL RESPONSIBILITIES (CONTINUED)

INFORMATION GOVERNANCE

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently and effectively. You are required to comply with the Trust’s Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust’s Disciplinary Procedure.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.

- Disclosure of Information - The unauthorised use or disclosure of information relating to the Trust’s activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust’s employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.

- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust’s recording, monitoring, validation and improvement schemes and processes.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust’s procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

As an employee of the Trust you have a responsibility to ensure that:

- you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines.
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

REVIEW

This job description is an outline of the principal areas of responsibility and may be subject to periodic change. The job title is not restrictive and the job holder may at any time be required to undertake other duties within their competence beyond the confines of this job description. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development of the job holder. All changes will be discussed with the post holder.
# PERSON SPECIFICATION

**POST: Physiotherapist Band 6**  
*E = Essential  D = Desirable*

## QUALIFICATIONS, EXPERIENCE AND KNOWLEDGE

<table>
<thead>
<tr>
<th>Qualification/Experience</th>
<th>Essential</th>
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<tbody>
<tr>
<td>As required for entry into University for professional training</td>
<td>E</td>
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<tr>
<td>Degree or equivalent in Physiotherapy</td>
<td>E</td>
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<tr>
<td>Registered with Health and Care Professions Council</td>
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<tr>
<td>Evidence of specialist clinical training in relevant areas</td>
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<tr>
<td>Evidence of broad range of pre and post qualification experience</td>
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<tr>
<td>Evidence of experience in relevant area of clinical Practice</td>
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<tr>
<td>Evidence of teaching/student experience</td>
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<tr>
<td>Experience in audit and research</td>
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## SKILLS

<table>
<thead>
<tr>
<th>Skill</th>
<th>Essential</th>
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<tr>
<td>Excellent written and verbal communication skills</td>
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<td>Evidence of leadership ability</td>
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<td>Ability to motivate and inspire patients and colleagues</td>
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<tr>
<td>Analytical and Problem solving skills</td>
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<tr>
<td>Organisation, planning, prioritisation and decision making skills</td>
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<tr>
<td>Ability to work under pressure and meet deadlines</td>
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<td>Ability to cope with working in a stressful environment</td>
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<tr>
<td>Flexibility and reliability</td>
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<tr>
<td>Clinical supervision, teaching, mentorship and appraisal skills</td>
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<tr>
<td>Ability to use own initiative appropriately</td>
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<tr>
<td>Empathy and understanding</td>
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<tr>
<td>IT Skills relevant to the role</td>
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OTHER

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<th>Requirement</th>
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<tr>
<td>Satisfactory Enhanced DBS Check</td>
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<td>Ability to meet the travel requirements of the post. And the Trusts</td>
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<tr>
<td>requirements for Business Insurance if using own vehicle.</td>
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<tr>
<td>Ability to work at all Trust sites</td>
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<tr>
<td>Ability to work across 7 days when required by profession</td>
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</table>

THE APPLICATION AND SELECTION PROCESS

All applications must be made via www.jobs.sath.nhs.uk or www.jobs.nhs.uk

We are holding a one-stop shop recruitment event on 29th January, however individual interview date can be arrange by request.

SALARY

£28,050 - £36,644 per annum

KEY INFORMATION

CLOSING DATE 27th JANUARY 2019

INTERVIEW DATE 29TH JANUARY 2019

NEXT STEPS

To book your place on the one-stop shop event email hannah.yates6@nhs.net or call:

01743 261609

The NHS is an equal opportunities employer. The NHS aims to be a modern and equitable employer. We recognise and encourage the potential of a diverse workforce, positively welcome all applications and appoint on merit.